

Tenure & Promotion Forum

– “A Few Commonsense Suggestions”

Nov. 9, 2011

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10 Categories in the “Annual Performance Evaluation”

- ▶ **1. Classroom instruction**
- ▶ 2. Administrative assignments
- ▶ **3. Research and scholarly writing**
- ▶ 4. Departmental assignments
- ▶ 5. College and university assignments
- ▶ 6. Student guidance
- ▶ 7. Course and curricular development
- ▶ 8. Creative works in the individual’s discipline
- ▶ 9. Public and professional activities in field of specialty
- ▶ **10. Collegiality**

1. Classroom instruction

- ▶ Good teaching does not necessarily come naturally. So it is ok to seek advice from others.
- ▶ Consider the characteristics of non-traditional students in an urban setting.
- ▶ Buddy system, “open classroom”
- ▶ Adjust your approach if needed, “listen” to your students, uphold your standards.

How important are the SIR ratings? And the Peer Observations?

- ▶ A “one-size-fits-all” questionnaire
- ▶ What scores are acceptable? Everything is relative
- ▶ The CCM (Community College Mean)
- ▶ “Outliers” – e.g. 4.95+, 2.17–
- ▶ Peer observation, equally important
- ▶ Know your strengths and weaknesses
- ▶ Demonstrate improvement over time

How to improve your teaching and interaction with students?

- ▶ Be proactive, solicit feedback early and often; make your own instrument; create your own questions/headings
- ▶ www.surveymonkey.com (high tech)
- ▶ One-minute-reflection at the end of a class period (low tech)
- ▶ Assess what you teach; collect feedback at the end of meaningful units of instruction, i.e. a chapter, a week, etc.

3. Research & scholarly writing

- ▶ How many publications do I need annually? Where to start? What to write about? Chapters of your dissertation?
- ▶ Avoid “Vanity Press”
- ▶ Identify refereed journals and conferences
- ▶ Again, demonstrate growth and progress
– developed ideas, submitted a draft, rejected, revised, resubmit
- ▶ Some disciplines take longer to see success in publication

Some sample ideas:

- ▶ “15th century left-handed American poets”
- ▶ Or “Teaching poetry to non-native English speaking college students”
- ▶ “The mating habits of brown Himalayan frogs”
- ▶ Or “Teaching dissection techniques in an urban setting”

10. Collegiality

- ▶ Not a popularity contest, but you need to get along with others
 - Inside the department
 - College-wide
- ▶ Take on what you can manage
- ▶ Follow through
- ▶ Deliver

Finally ...

- ▶ Find your niche
- ▶ Work hard
- ▶ Make friends along the way
- ▶ Keep an open mind; seek advice
- ▶ Enjoy your teaching